

DD / S R E G I S T R Y

FILE

*Personnel 17*

18 October 1964

25X1  
[redacted]  
Office of Training  
Central Intelligence Agency  
Washington, D. C.

25X1  
Dear [redacted]

You have presented the Retirement Board with a novel situation inasmuch as you are asking for some official position on your status as of five years from now and the possible extension of your employment three years after that. We sympathize entirely with your desire for a firm basis for planning your financial affairs and believe you have put your case very fairly and fully. We, on the other hand, find ourselves in somewhat of a quandary in trying to give you the guidance you naturally want.

There is no question that you have presented a picture of your financial future which deserves our consideration, particularly in view of some of the understandings you have had about retirement in the past, and we believe you are wise to do your planning on these circumstances as they now appear. We are faced not only with the retirement policy of the Agency as it now stands, but we are not able to predict what the Government let alone Agency policy in this regard will be in five years. For instance, the Civil Service Commission and the Bureau of the Budget have under consideration the possible revision of the entire Federal retirement system. It is far too early to know whether this will affect the mandatory retirement age of 70 years or not, but it could, particularly as they are taking into consideration some of the practices in private industry which tend to lower the mandatory retirement age to 60 years or even below.

In addition, we have just had enacted our own retirement legislation for a portion of Agency employees whose work justified putting them in an early retirement program. While it would appear from your record that you would not be a participant in this special program,

it may be however that Agency policy will require some uniformity in our retirement practices, and the new bill provides that participants receiving compensation at a rate less than GS-18 shall be automatically separated from the Agency upon reaching the age of 60. It is our present thought that the differences between this new bill and the Civil Service Retirement System are such that a flat rule of retiring at age 60 would not be feasible, but looking forward five years we cannot be sure that at that time such a rule may not be installed.

There is another consideration which we believe that you, for your own sake, should seriously take under study. At present it is our understanding that you do not qualify for Social Security benefits. However, if you were to obtain employment which does qualify you for Social Security there is no mandatory age for stopping work for which Social Security benefits will continue to apply. Whether it would be better for you if at all possible to take some outside employment at a reasonable salary with such Civil Service benefits as may be available, with the possibility of working longer and building up some Social Security, is a matter in which we believe some computation should be done by you. The qualified people in the Office of Personnel will be glad to work with you on such computations.

Although we are sympathetic to your problem, I do not believe we can give you the type of assurance you require at this time. If you feel it would do any good to discuss this with me or any members of the Retirement Board, or the Board itself, please let me know and I can set a convenient time and place.

Sincerely,

Lawrence R. Houston  
Chairman, Retirement Board

Distribution:

- O-Addressee via DDS and D/ Training
- ✓ 1-DDS w/ D/RR & Kooner.
- 1-D/ Training
- 1-Each Member of Retirement Board:
  - Chairman, General Counsel
  - AD/RR
  - D/ Finance
  - C/RI
  - DDS&T (Mr. George Miller)
  - Recording Secretary

Approved For Release 2002/08/14 : CIA-RDP84-00780R000600120023-0

TRANSMITTAL SLIP

DATE 29 October 1964

TO:

Colonel White (via Mr. ~~Barnes~~ <sup>19/2</sup>)

ROOM NO.

BUILDING

REMARKS:

Recommend your initials.

*ok thank the very much  
position I am responsible  
to sound in  
thoughtful*

VRT

FROM:

Approved For Release 2002/08/14 : CIA-RDP84-00780R000600120023-0

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

DD / S R E G I S T R Y

FILE *Personnel*

FROM:

Deputy Director for Support 7D26 HQ

EXTENSION

NO.

DATE

29 SEP 1964

25X1

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Chairman, CIA Retirement Board 7D01 HQ

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

DD/S:LKW:jrf

13.

Distribution:

0 - Adse w/O of atts

✓ - DD/S subject w/T of atts & background

14.

1 - DD/S chrono

15.

Larry:

In his memorandum of 24 August 1964 to the Chairman of the Agency Retirement Board the Executive Director-Comptroller apparently had already decided the Agency position in the particular case [redacted] Since this decision was made without benefit of any consultation with the Deputy Director for Support (in fact, I don't even know how the problem was presented to him), it does not seem appropriate for me to make any comment.

/s/  
LKW

2 Atts:

Att 1: Memo dtd 30 July 64 to Chmn, Agency Retirement Board fr [redacted] subj: Retirement Planning;

Att 2: Memo dtd 19 Aug 64 to Chmn, Agency Retirement Board fr DTR, subj: The Retirement of Mr. [redacted] (DD/S 64-471)

Next 2 Page(s) In Document Exempt

24 September 1964

MEMORANDUM FOR: Director of Personnel

SUBJECT : Retirement Policy

REFERENCES : (a)  Retirement

- (b) Action Memorandum No. A-410 dtd 27 Jul 64,  
subj: Reduction in On-duty Strength Levels
- (c) Memo dtd 24 Au 64 to Chmn, Agency Retirement  
Board fr ExDir, subj: Retirement Policy
- (d) Memo dtd 14 Sep 64 to ExDir-Comp fr Chmn,  
Retirement Board, same subj

1. On 23 September 1964 I discussed with Mr. Kirkpatrick the apparent conflicts and misunderstandings which the referenced memoranda or their interpretations have caused and suggested that he might like to clarify his intent insofar as it affected Agency retirement policy.

2. Mr. Kirkpatrick assured me that he did not intend to change Agency policy as outlined in  in any way. He merely wished to register his philosophy that our policy should not be implemented with rigidity and that we should be reasonably lenient with people who would find themselves in dire financial circumstances if they were forced to retire at age 60 or 62.

3. I believe his philosophy is entirely consistent with the manner in which our retirement program has operated to date and the Director of Personnel and members of the CIA Retirement Board should understand that there has been no change in Agency policy.

/s/ L. K. White

L. K. White  
Deputy Director  
for Support

DD/S:LKW:sbo

Distribution:

0 - Adse

cc: Chairman, CIA Retirement Board

✓ 1 - DD/S subject w/Refs C and D and basic

1 - DD/S chrono

25X1

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OGC 64-34701

14 September 1964

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT: Retirement Policy

1. This memorandum is for information.

25X1 2. Your memorandum of 24 August refers to commitments to Agency employees in regard to their retirement. In the initial stages of operating under the new retirement policy there were repeated charges that this policy violated a basic commitment which would allow people to work for the Government until they were age 70. We admitted that the new policy was a change in rules which had been deliberately made in view of urgent Agency needs, and in recent years we have heard little or nothing about this change. We have had very few cases involving a claim of specific commitments, although I recall one somewhat like the [ ] case you mentioned where a man was hired from private industry for his speciality and was told he could work at least fifteen years or until he was age 65. In considering his case we definitely took this into consideration.

25X1 3. There is one aspect of the problem which we keep in mind in all cases and which I think should apply to [ ] also. After reaching age 60 each succeeding year makes it increasingly difficult to find any sort of worthwhile outside employment, and by the time a person is approaching 70 it is normally almost impossible. If he stays with the Government, therefore, he is forced to retire at age 70, often with a very small pension. In some cases, and particularly where the individual has built up some Social Security, it may be to his distinct advantage to find employment at age 60 or 62 in private industry or academic fields where he could build up his Social Security annuity, retain whatever Civil Service annuity he has developed, and not be forced to retire at age 70. What we try to do is look at the case in all its aspects and come to a conclusion, not only based on the Agency's policy but also on what



25X1 is in the best interest of the individual. Several have agreed with our position and have retired to go into private employment. I do not know enough about the [ ] case yet to form any conclusion, but I think our approach would be the same with him as with others.

[ ]  
25X1  
LAWRENCE R. HOUSTON  
Chairman, Retirement Board

Distribution:

○-Addressee

1 each member of

Retirement Board:

DD/S

AD/RR

C/FI

DD&T (Mr. George Miller)

1-Recording Secretary, Retirement Board

**SECRET**EX-110 (Rev. 1-1-61)  
100-5853

24 August 1964

MEMORANDUM FOR: Chairman, Agency Retirement Board

SUBJECT : Retirement Policy

1. During our recent series of supervisors' reorientation programs the question of the Agency's retirement policy has periodically recurred. In responding to it I have stressed the fact that our basic policy is to encourage retirement at 62 so that we can make way for the advancement of younger officers. I have stressed that we make this policy known to all new personnel entering on duty, and that five years before an individual reaches retirement age, he is so notified and requested to start planning and to consult the Agency Retirement Board. I also stress that the Agency has made exceptions to this policy where the individual is especially valuable, vigorous and competent, and where the individual's skills are needed. I have also indicated that the Agency tries to be humane and judicious in applying this policy where individuals have entered on duty late in life and do not have adequate income or supplementing annuities available. I believe that we now have something like 133 people whose retirement has been extended beyond age 62.

2. I have assumed, and believe that I am justified in assuming, that this policy of retirement at 62 has been administered with careful regard to any commitments, precise or implied, oral or in writing, made to any individual recruited for the Agency. I am especially mindful of the large number of Agency employees in their 50's or early 60's who were brought into the Agency during the last decade from other organizations and who have not acquired the necessary longevity of Government service to provide an adequate annuity. I think it particularly important that we not force these people to retire unless they are willing when it is difficult, if not impossible, for them to return to their former professions or to acquire other commensurate employment. I must insist that the Agency be scrupulous in living up to any obligations that it has made to any individual.

3. I have particular reference to [redacted] who was recruited by the Agency in 1953, leaving academic employment in which he had 17 years of tenure, a full professorship, and an administrative

25X1

**SECRET**

position. I understand he was given assurance that the retirement age in the Government was 65, and he probably understood that the mandatory age was not until 70. I further understand that he has requested extension of his retirement date from November of 1969 until at least reaching the age of 65, which he would do in 1972. The Agency should honor this request.

(signed) Lyman B. Kirkpatrick

Lyman B. Kirkpatrick  
Executive Director

cc: DD/I  
DD/S  
DD/P  
DD/S&T  
IG  
D/TR

**SECRET**

31 August 1964

MEMORANDUM FOR: Colonel White

25X1 The Secretary to the Retirement Board sent the routine five-  
year retirement notice [ ] on 2 June 1964. [ ]  
petition for exception and Matt's endorsement (Tab A) arrived here  
25X1 only about twenty-four hours before Kirk's memo (Tab B) urging  
that the Agency honor [ ] request to remain employed until he  
reaches age sixty-five.

I have held this for you because I do not know [ ] and  
presume that his problem on retirement was made known directly  
to Kirk or through Matt. 25X1

It is a little hard for me to visualize the making of a commit-  
ment today to become effective five years hence for an additional  
three years. (In other words, speaking in 1964 for what is going to  
happen between 1969 and 1972.) My reaction would be that while we  
see no objection to this proposal in principle we cannot at this time  
make a firm commitment, as such a decision will be qualified by  
other factors occurring in the next several years.

[ ]

R. L. Bannerman 25X1

Att

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

**SECRET**